

Traits of Domination and Partnership Paradigms in Diversity, Equality & Inclusion



Domination Traits:

- Authoritarian leadership by teachers or administrators.
- Lack of transparency in school decisions.
- Competition and favoritism among students.
- Suppression of marginalized voices and opinions.
- One-way communication from teacher to student.
- Control-oriented discipline practices.

Partnership Traits:

- Shared leadership among teachers, students, and parents.
- Transparency and openness in decision-making.
- Cooperation and mutual support among all students.
- Encouragement of diverse voices and perspectives.
- Two-way communication between teachers and students.
- Empowerment and restorative discipline practices.

Shifting Traits Using NVC:

- **From Authoritarian to Shared Leadership:** Use NVC to invite participation and shared decision-making in the classroom and school.
- **From Lack of Transparency to Openness:** Communicate openly about school processes and decisions.
- **From Competition and Favoritism to Cooperation:** Foster a culture of mutual support through empathetic communication among students.
- **From Suppression to Encouragement of Voices:** Value and incorporate diverse student perspectives.
- **From One-way to Two-way Communication:** Engage in dialogues where all voices are heard.
- **From Control to Empowerment:** Empower students by addressing their needs and making collaborative requests.